

Board Diversity Guidelines

Hanon Systems recognizes the importance of diversity in the composition of its board of directors and strives to increase diversity. Hanon Systems strives to consider the interests of various stakeholders so that the Board of Directors can make important decisions from a broader perspective.

- Gender: We pursue gender equality so that the board of directors can operate based on diverse perspectives.
- Nationality: To establish a global governance structure and recruit talent, we seek candidates with expertise without discriminating based on nationality.
- Experience: We select outside director candidates who meet the following expertise:
 - Expertise in various fields such as finance, banking, management (organizational management), economics, law, accounting.
 - Good understanding of performing his/her duties as an independent director.

When deciding on the composition of the Board of Directors, Hanon Systems will consider diverse backgrounds and perspectives permitted by Korean law and will strive to ensure that its Board of Directors continues to operate efficiently with diverse experiences and perspectives.